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Approved For Release 2003/05/05 : CIA-RDP84-00780R003700110038-1 3257

14 JUL 1969

MEMORANDUM FOR: Deputy Director for Support

SUBJECT : Midcareerist Follow-up

REFERENCE : Memo dtd 20 Jun 69 to D/L fm DD/S, same subject

1. This memorandum is for your information only.
2. Our responses below are keyed to the subparagraphs of paragraph 1 of referenced memorandum.

a. Query: Whether or not you still consider these individuals as officers of GS-15 potential.

Reply: Two individuals have been promoted to GS-15, three to GS-14 and three to GS-13; the other 15 will be considered for promotion when a suitable vacancy occurs for which they are qualified.

b. Query: Whether the career plans for these officers have been updated.

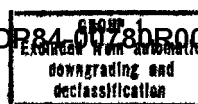
Reply: We have modified the career plans for 13; the other 10 are in quite good order but will be reviewed semiannually and, if appropriate, will be updated.

c. Query: Have these officers, since completion of the Midcareer Course, assumed more responsible positions and to what extent has this been part of their "planned" development as opposed to their being available as a "target of advancement opportunity" arose.

Reply: (1) Ten of the 23 have been assigned to more responsible positions since they completed the Midcareer Course; the others will be assigned to duties with greater responsibility as such openings become available. (2) Four individuals were assigned to positions of greater responsibility as a "target of advancement opportunity" arose because of unanticipated events for which the Logistics Career Service had no control; such as, the deactivation of JMWAVE, a Far East requirement in lieu of a Europe requirement, and the abolishment of the Transportation Division in this Office in 1966.

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029-4700

SUBJECT: Midcareerist Follow-up

d. Query: What specific plans you have for their further advancement both in grade and to positions of greater responsibility.

Reply: With the fluid world situation, I cannot realistically make specific plans for the advancement or assignment to positions of greater responsibility of any given individual because I have no control over SL requirements overseas nor SL positions outside the Office of Logistics within the United States. I do have a general plan for each Midcareerist, and if we have sufficient headroom, each will get his day of opportunity.

e. Query: What additional training has been provided for them since their completion of the Midcareer Course and the relationship of this training to their assignments and development in your Service.

Reply: Twelve of the twenty who completed the Midcareer Course before 1969 have had additional training. In each case we believed this training would enhance the individual's development in our Career Service.

f. Query: What specific additional training you believe either necessary or desirable for their further development.

Reply: As appropriate, we will assign individuals to such additional training as the "Advanced Management" courses and to "Senior Staff Schools." I have tentatively identified six or seven but prefer to make a selection based on the availability of the individual at the time a specific course is offered.

g. Query: What rotational assignments outside your Career Service--for purposes of broadening their perspective or knowledge of Agency operations--would be desirable for these officers.

Reply: One of our Midcareerists is about to commence an overseas assignment as the Chief of Support of a large base. Some others of our Midcareerists can also benefit by such an assignment, but I do not envisage any general rotational assignments outside this Career Service at this time.

[Redacted Signature Box]

George D. Meloon
Director of Logistics

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Att:
Reference

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DD/S 69-2849

20 JUN 1969

NOTE FOR: Director of Logistics

SUBJECT : Midcareerist Follow-up

1. At a recent briefing on the Support School/OTR given by Mr. there was once again brought to my attention the matter of our follow-up -- or lack thereof, of the utilization and progression of officers who have attended the Midcareer Executive Development Course. In order that I may get a clearer picture as to how accurate we, as a Directorate, have been in our selection of "comers" and how effective we have been in their development in our Services, I would like each of you to examine the attached list of members of your Career Service who have attended previous Midcareer Executive Development Courses and to advise me as to:

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A. whether or not you still consider these individuals as officers of GS-15 potential; ✓

B. whether the career plans for these officers have been updated;

C. have these officers, since completion of the Midcareer Course, assumed more responsible positions and to what extent has this been part of their "planned" development as opposed to their being available as a "target of advancement opportunity" arose;

D. what specific plans you have for their further advancement both in grade and to positions of greater responsibility;

E. what additional training has been provided for them since their completion of the Midcareer Course and the relationship of this training to their assignments and development in your Service;

F. what specific additional training you believe either necessary or desirable for their further development; and,

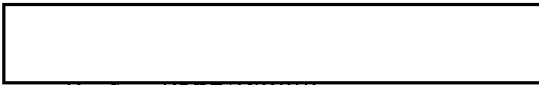
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Excluded from automatic
downgrading and
declassification

G. what rotational assignments outside your Career Service -- for purposes of broadening their perspective or knowledge of Agency operations -- would be desirable for these officers.

2. I would appreciate your response to these queries on or before 21 July.


R. L. Bannerman
Deputy Director
for Support

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Att
List

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